

MASTER CONTRACT

BETWEEN

WODEN-CRYSTAL LAKE EDUCATION  
ASSOCIATION

and

WODEN-CRYSTAL LAKE COMMUNITY  
SCHOOL DISTRICT  
BOARD OF EDUCATION

2007-2008

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RELATIONS BOARD

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ARTICLE 1.0  
NATURE OF THE AGREEMENT

Negotiated Agreement between the Woden-Crystal Lake Community Schools by the Board of Education, and the Woden-Crystal Lake Education Association wherein: as set forth by PERB Case # 834, "The Woden-Crystal Lake Education Association shall be the Exclusive Bargaining Representative of all full time and regular part-time employees of the Woden-Crystal Lake School including:

Classroom teacher (K-12) Elementary /Sr. High School Counselor,  
and Special Education teacher."

And the Exclusive Representative recognizes that all employees by this agreement shall perform the teaching and non-teaching services prescribed by the Woden-Crystal Lake Community School's Board of Education, and shall be governed by the rules, regulations orders adopted by the school board or it's designated representative, and this agreement shall constitute a full and completer agreement and supersedes all other agreements and practices.

## ARTICLE 2.0 DEFINITIONS

Whenever the words Association or exclusive representative is used in this agreement it shall mean the Woden-Crystal Lake Education Association.

Whenever the words, teacher certified personnel, or employees appear in this agreement it shall refer only to the members of the bargaining unit as set forth in PREB Case #834.

Whenever the words Board of Education, Board, employer, or management, appear in this agreement, it shall refer to the Woden-Crystal Lake Community School Board of Education or its duly authorized representative.

The use of the abbreviation PERB, or Per Board in this agreement shall mean the Public Employment Relations Board as authorized by Chapter 20 of the Iowa Code.

The use of the abbreviation PERA in this agreement shall mean the Iowa Public Employment Relations Act (Chapter 20 of the Iowa Code.)

Whenever the word Party (parties) appear in this agreement, it shall mean the Woden-Crystal Lake Education Association, and /or the Board of Education.

## ARTICLE 3.0 GRIEVANCE PROCEDURE

### A. Definitions

#### 1. Grievance

A grievance is a claim by an employee, a group of employees or the Association, that there has been a violation or misapplication of this agreement, unless expressly excluded from the grievance procedure.

Every teacher covered by this agreement shall have the right to present grievances in accordance with these procedures. The Grievant is entitled to representation of the Grievant's choice, at every level.

### B. Procedure

1. The failure of a teacher to act on any grievance within the prescribed Time limits will act as a bar to further appeal and any administrator's failure to give a decision within the time limits shall permit the grievance to proceed to the next step. These time limits may be extended by mutual written agreement between the parties.

2. First Step

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his or her principal.

3. Second Step

If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing and shall discuss the matter with the Principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract violated or misapplied and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within eight (8) school days from the date of occurrence of the event giving rise to the grievance. The Principal shall make a decision on the grievance and communicate it in writing to the teacher and Superintendent within eight (8) school days after receipt of the grievance.

4. Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved teacher may file, within eight (8) days of the Principal's written decision at the second step, a copy of the grievance with the Superintendent. Within eight (8) school days after such written grievance is filed the aggrieved and Superintendent shall meet to resolve the grievance. The Superintendent, or his or her designees, shall file an answer within (8) school days of the third step grievance meeting and Communicate it in writing to the teacher and Principal.

5. Fourth Step

If the grievance is not resolved satisfactorily at Step Three, there shall be available a fourth step of impartial, binding arbitration. The Association shall submit a written notice to the Superintendent within fifteen (15) school days from receipt of the Step Three answer that they intend to enter into such arbitration. The parties shall request a list of seven arbitrators from the PERB. Each of the parties will alternately strike one name at a time from the panel. The moving party shall strike first. The remaining name shall be the Arbitrator. The decision of the Arbitrator will be binding on the parties.

The Arbitrator shall not amend, modify, nullify, ignore or add to the provisions of the agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him by the school district and the Grievant and his decision must be based solely and only upon his interpretation of the meanings or application of the express relevant language of the agreement.

The costs for the services of the Arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Grievant. Any other expenses incurred shall be paid by the party incurring same.

ARTICLE 4.0  
INSURANCE

- A. Each employee shall be covered by a health and major medical program fully paid by the Board. The insurance program will continue in effect during the term of this contract. No reduction in benefits, deductions, co-pays, co-insurance or out of pocket expenses will occur because of the change in carriers. Changes in carriers shall occur only after consultation with the Association.
- B. Employees desiring family coverage as provided, in accordance with the terms and conditions of the group contract with the issuers selected by the by the employer, may have such premiums deducted from the salary of eligible employees.
- C. Coverage in accordance with the terms and conditions of the group contract with the insurers covering paragraphs A and B, above, will be September 1<sup>st</sup> of the contract year through the following August 31. New staff members may apply for first day family coverage by paying the first month's premium then having monthly payments deducted from payroll checks.

Employees may opt for full family dental provided by the employer in lieu of group health and major medical described in Article 4.0 (A) above.

- D. In the event that an employee, absent because of illness or injury, has exhausted sick leave accrual, the above-mentioned benefits shall continue for a maximum Of three (3) calendar months during which time the Board contributions will continue. An employee on paid leave as a result of sick leave or family leave shall continue to have Board contributions made according to the levels described in this Article. In accordance with the mandate of COBRA guidelines, an employee on unpaid leave for one (1) year or longer shall the option to continue any or all of Board-paid programs by paying the premiums himself/herself to the Board within thirty (3 ) days of the billing date and shall be notified of the amounts and the billing date(s) by the Board at the commencement of his/her leave and at the time of any change in premium rate.

ARTICLE 5.0  
LEAVES OF ABSENCE

Leaves of absence are calculated by quarters of a day. Based on Article 7.0 Employees Hours, 1 hour and 55 minutes constitute a quarter of a day for certified staff.

A. Sick Leave

Employees shall be granted leave of absence for sick leave with full pay in the following amounts:

1. The first and subsequent years of employment – 15 days.  
If an employee does not need to use the allotted days during the contract year, the unused days will be added to the allowance for the succeeding year. The unused portion shall accumulate to a total of 100 days.

All accumulated sick leave is forfeited upon termination of employment.

The Board or its delegated authority may in each instance, require such reasonable evidence as it may desire confirming the necessity for leave of absence outlined above.

Employees shall be given a copy of written accounting of accumulated sick leave days upon request.

Sick Leave benefits eligibility shall be determined for all employees covered by the agreement:

1. Accumulated benefits shall become available the first day the Employee reports for duty in compliance with the employee individual contract and the Woden-Crystal Lake School calendar. Accumulated benefits shall become available the first day an employee is to report for employment when accompanied by a statement of need for sick leave signed by an appropriate doctor.
2. Sick leave days allowance for the employee's contract year shall be added to the employee's existing accumulated sick leave, with a maximum of 100 days, the first day the employee reports for duty in compliance with the employee's individual contract and the Woden-Crystal Lake School calendar. Any employee reporting for duty later than the dates specified in the employee's individual contract and the Woden Crystal Lake Community School calendar shall have the sick leave allowance reduced on a pro-rata basis. The total days absent divided by the total contract days shall be used to determine the percent by which the allowance will be reduced. All allowance reduction will be computed to the nearest five tenth (.5) of a day.



3. Once any employee has accumulated the maximum number of sick leave days, they shall have their regular accumulation (15 days) credited each year; however, they can only carry over the maximum of 100 days to the next ;year. If the employee does not use ten (10) of the additional days, they shall be granted an additional day of personal leave for the following year. The employee will pay substitute. If the employee does not use any of the additional fifteen (15) days, the District will pay for the substitute.
4. Sick leave benefit payments will not be made for non-school Days and the District's payment obligation will terminate immediately following the last day of school each year and renewal of the obligation will be subject to the employee's reporting for duty provision of the Sick Leave section of this agreement. For pregnancy and/or pregnancy and adoptions the employee is entitled to six (6) weeks of Illness/Disability Leave, and six (6) weeks of unpaid Family and Medical Leave.
5. An employee who has exhausted his/her total accumulated Sick leave and yearly allowance and who is unable to report for duty shall be granted an extended leave without pay not to extend beyond the current work year. An employee on extended non-paid leave shall have the right to maintain insurance coverage by paying the monthly premium to the school district.
6. The Board or its delegated authority may require such Evidence as it may desire confirming the inability of an employee to perform assigned duties for medical reasons to qualify for extended leave.
7. When Immediate Family Illness Leave (B) has been exhausted, up to five (5) days of unused, accumulated sick leave per year shall be available to the employee to use for family illness based on the same criteria as is currently in Article 5.0, B.

B. Immediate Family Illness Leave

Employees shall be granted leave of absence, at full pay, for illness in the immediate family not to exceed five (5) days per year. This leave is non-accumulative. Immediate family is defined as spouse, child, parent, step-child, and step parent.

Up to three (3) days of current unused sick leave shall be available to the employee to use for the following members: sibling, grandparent, grandchild, daughter/son-in law, father/mother-in law.

Illness in the Immediate family is defined as something which requires professional medical attention. The District may require medical verification of the need for professional medical attention.

C. Professional Purpose Leave

Attendance at education meetings or visiting other schools is permitting at full pay if such absence is approved by the Superintendent of schools or his/her designee.

The request for professional leave must be submitted at least Five (5) work days prior to the date of leave.

D. Funeral or Bereavement

Up to five (5) days of leave at full pay plus Two (2) days without pay per instance will be granted to employees for death in the Immediate family is defined as spouse, parent, step-child, and step parent.

Up to two (2) days of leave at full pay plus two (2) days without pay will be granted to employees in the event of a death if a sibling, mother/father-in-law, grandchild, grandparent, or son/daughter-in-law.

Leaves will be granted for funeral attendance of other relatives, or close acquaintances.

E. Emergency Leave

At the discretion of the Superintendent of school, his/her designee, employees may be granted leave of absence at full pay for an emergency\* This allowance shall not exceed one (1) day per year and is non-accumulative.

- Emergency – an unexpected situation or sudden Occurrence of a serious and/or urgent nature that demands immediate action. Predicament, dilemma accident, unforeseen occurrence.

F Jury Duty Leave

Employees covered by this agreement, and in response to subpoenas issued by the appropriate authority, shall be excused for jury duty and /or grand jury duty. This District shall pay the employee the difference between the employee's normal salary and the compensation for jury duty and /or grand jury duty. The employee shall inform the Superintendent of jury duty selection when they are notified.

Fact-findings, arbitrations, and adjudication proceedings shall be Excluded from this agreement.

G Personal Leave

Two (2) days will be granted for personal leave at full pay plus One (1) day for which the teacher will pay the cost of the substitute. These days are non-accumulative. The Administration must be notified Three(3) days in advance except in cases of emergency. Personal leave will not be granted the day preceding or following school vacations or holidays. Personal leave will also not be granted on teacher-in-service days.

## ARTICLE 6.0 TRAVEL

Any employee who travels for the District in any capacity in performing their contractual duties will be provided with a school vehicle for such travel. If a school vehicle is not available the employee will use their own vehicle and will be paid twenty-two cents (\$.22) per mile and the school district insurance will cover this vehicle during this use.

Each professional employee shall receive a guaranteed reimbursement up to \$250.00 per year toward staff development. Actual expenses (fees, hotel, food, travel, and mileage at \$.22) will be reimbursed according to receipts submitted.

Staff members who attend in-service activities by administrator prior approval shall receive reimbursement which may exceed the \$250 level.

All in-service activities of this type must complement the teacher's curriculum area. A written summary of each activity must accompany the request for reimbursement.

## ARTICLE 7.0 EMPLOYEE HOURS

An employee may leave the building with the Principal's permission. Changes in the school day and school year will be made only after discussion with the Association or mandated by the State.

Arrival and Dismissal Time -The workday shall begin no sooner than 8:00a.m.and end no later than 3:30 p.m. Bus duty staff person must remain until 3:45 p.m. or until the last Route bus leaves. Assigned morning duty staff persons are to be on duty by 7:50 A.M. but may leave at 3:20 p.m. during their duty week.

Any employee of the Woden Crystal Lake Community School District who contracts with any other district in Iowa with which the Woden Crystal Lake Community School District has an agreement, as a teacher sponsor or coach, shall be permitted to leave the building fifteen (15) minutes after the completion of their last class provided they do not have contracted supplemental duties which must be performed during that time.

Emergency Closing Days – On regular contract days when, because of weather or other emergency closing, students are not required to be attendance, the employees shall not be required to be present. If students are dismissed early for such reason, employees shall be able to leave after departure of the Route buses or earlier if released by the Principal.

The school day starting time may not be moved to an earlier time unless the ending school day time is correspondingly reduced.

Meetings – When employees are required to remain after the end of the regular workday for the purpose of attending faculty or other professional meetings. Such meetings should last no later than 4:30p.m. After school meetings shall not be called on Friday or on any day immediately preceding a holiday, except in the case of an emergency as determined by the Superintendent or his/her designee. Employees may be required to arrive before the commencement of the regular workday for the purpose of attending faculty or other professional meetings and will be allowed to leave school as soon as the Route buses depart. Such meetings should not be commenced before 7:15 A.M. except in the case of an emergency and should end no later than ten(10) minutes before commencement of the first class. On days when employees are scheduled to attend meetings, the in-service day shall commence at 8:00a.m.and conclude at 4:00p.m.

Elementary Specials- when elementary special teachers(art, Music, Media, PE) are unable to meet with scheduled class, those special classes will be staffed by someone other than the regular classroom teacher when feasible.

ARTICLE 8.0  
HEALTH PROCEDURES

Physical examinations shall be required of all employees upon their initial appointment. All other employees shall have a physical examination every three (3) years, or as deemed necessary by the Board. The Board shall contribute the full cost up to \$40.00 for all required and / or approved physical examinations, or full cost by the Board designated doctor.

ARTICLE 9.0  
SAFETY PROCEDURES

Safety is a mutual concern of the employer and the employee. The employers shall be alert to unsafe practices, equipment or conditions and shall endeavor to provide a safe place of employment. The employee's, in the course of performing duties associated with the mission of the employer, shall be alert to unsafe practices, equipment, or conditions and shall endeavor to report any unsafe practices, equipment, or conditions to their immediate supervisor.

ARTICLE 10.0  
CLASSROOM TEACHERS EVALUATION PROCEDURES

**Career teacher Evaluation Procedure**

**A. Evaluation In-Service**

1. The District shall provide all employees with a initial 8 hours of in-service on the Iowa Teaching Standards, criterion, and any district-adopted descriptors prior to the district's implementation of the Individual Career Development Plans and/or Performance Reviews.

**B. Orientation Procedure**

1. For those individuals developing individual Career Development Plans, orientation to the procedures shall be conducted by the superintendent or a designee.
2. For those individuals completing Performance Reviews, orientation to the procedures shall be conducted by the superintendent or a designee.

**C. Individual Career Development Plans**

1. Each teacher shall draft an Individual or Group Career Development Plan following the conclusion of his/her previous plan and submit it no later than 15 days before the end of the current school year.
2. The evaluator will meet with the teacher to review the Plan, jointly modify the Plan as needed, and approve the plan within 20 school days of its submission. Both the teacher and evaluator will have a copy of the Plan
3. Modifications of the Plan can be made at any time by mutual agreement. The teacher and evaluator shall sign and date the modifications.
4. The evaluator and the teacher shall establish a mutually agreed upon time for an annual conference to review progress in meeting the goal(s) in the Plan. At the conclusion of the meeting a copy of the Annual Update shall be signed and dated prior to being placed in the teacher's personnel file.

**D. Performance Review**

1. Each career teacher shall have a Performance Review once every three year. When a teacher is assigned to more than one building, the teacher shall be assigned one evaluator.
2. The evaluator shall contact the teacher to establish a mutually agreed upon time to discuss the Performance Review.
3. Classroom Observations:
  - a. All observations shall be conducted between October 1 and April 20. No observation shall be conducted the day before or after a day of vacation. Observations shall be for a continuous length of time no shorter than 30 minutes and no longer than 90 minutes.
  - b. During the school year of the teacher's Performance Review, the evaluator and teacher shall mutually agree upon dates for pre-conference, observation and post-conference. The pre-conference must be at least two days prior to the observation.



- c. The evaluator's written observation comments shall be reviewed at the post-conference. The evaluator shall sign and date the comments. The teacher shall sign as having been given the opportunity to review the comments and date the comment sheet. The teacher's signature does not necessarily mean agreement with the comments. The teacher shall be provided a copy of the observation comments.
- 4. Summative Performance Review
  - a. The evaluator shall complete the Career Performance Review and arrange a mutually agreed upon date with the teacher to discuss the review. The evaluator shall provide the teacher to discuss the review. The evaluator shall provide the teacher with a copy of the completed Career Performance Review during the meeting, go over the review and discuss needed topics.
  - b. For a teacher meeting the Iowa Teaching Standards, the evaluator and the teacher will begin discussion of future career goals that might be included in the next Career Development Plan. This conference can be included as part of the post-observation conference in those situations when the evaluator has no major concerns regarding the teacher's performance. Both the evaluator and the teacher shall sign and date the review.
  - c. If an evaluator indicates that the teacher is not meeting the expectations of the Iowa Teaching Standards, then those standards not being met must be identified, and the information and evidence used to make this decision will be provided to the teacher. Both the evaluator and teacher shall sign and date the review. The teacher's signature does not indicate agreement. The teacher shall have the right to attach a written response to this review.

A new Career Development Plan shall be created that focuses only on the Iowa Teaching Standards not met. A Performance Review shall be held at a mutually agreed upon time within the next twelve months. Both the evaluator and teacher shall sign and date the review. The teacher's signature does not necessarily indicate agreement. The teacher shall have the right to attach a written response to this review.

#### **E Representation**

The teacher may have a representative present at any meeting involving the Performance Review or other evaluation.

#### **F Evaluation Summary**

Evaluative determinations (conclusions) shall accurately reflect the performance of the bargaining unit member.

ARTICLE 11.0  
PROCEDURE FOR REDUCTION OF STAFF

In the event it is necessary to have a reduction in staff, the employer shall determine which employees are to be retained. In making its choice, the employer shall in addition to all other factors it considers relevant, (skill, ability, competence, qualification) take into consideration the seniority of an employee. When the employer finds it necessary to have a reduction of staff and when in the sole, exclusive and final judgment of the employer, the affected employees have qualifications considered equal, then the employee with the least district seniority shall be laid off first.

Qualifications as used throughout this agreement shall mean licenses, and certification. Seniority is defined as continuous length of service in the Woden-Crystal Lake School District commencing with the date of hire.

An employee, who, for reasons of staff reduction or realignment, resigns upon request or is laid off for such reasons, shall be accorded the recall rights provided by this Article unless he/she specifically waives those rights in writing. Employees on layoff shall be retained on the recall list for a period of eighteen (18) months from the last day of work and shall be recalled to position for which qualified in order of seniority. Any employee who rejects a recall request will be removed from the recall list.

Notice of recall will be given by personal delivery or by registered or certified mail to the last known address furnished to the Board by the employee. If the employee fails to respond within the ten (10) days after receipt of the notice of recall, the employee will be deemed to have refused the recall offer. The employee shall be informed of the ten (10) day limitation in the communication.

All vacancies (coaching/teaching/co-curricular) are to be **posted** in both buildings **for at least one week**. Teachers in the district will be considered for an opening after submitting a written request to the Principal or Superintendent.

ARTICLE 12.0  
SALARIES AND WAGES

A. Previous Experience

Teachers coming into the Woden-Crystal Lake system may receive credit for experience gained in other schools, up to six (6) years. Such experience must have been consecutive years and immediately preceding employment at Woden-Crystal Lake. Years of experience shall be at the discretion of the administration.

B. Education Advancement Notification

Any Teacher that plans to attain an educational advancement or that plans to attain the necessary credit hours to advance a step on the salary schedule, by September 1<sup>st</sup> of each year, must present, in writing to the Superintendent of schools, a letter of intent not later than February 27<sup>th</sup> of each year to be eligible for a pay increase due to the educational advancement or credit for step increase. Failure on the part of the teacher to present such intent in writing by the applicable dates listed above forfeits his or her right to a salary increase due for the attainment of such funds.

C. Additional Collage Training

Collage credit to be applied toward horizontal advancement on the salary schedule requires approval of the Superintendent of Schools. Collage credit approved must (a) be compatible with subject area of teaching assignment; (b) be graduate credits received from an approved institution; and (c) be related to the employee's ability to teach.

D. Supplemental Pay Schedule  
(For responsibilities over/above regular school day.)

2005-2006

Athletic Director	10.50% of base
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Major

Head Varsity Coach –Football	10.50% of base
Head Varsity Coach-Volleyball	10.50% of base
Head Varsity Coach-Basketball	10.50% of base
Head Varsity Coach - Baseball	10.50% of base
Head Varsity Coach – Softball	10.50% of base
Head Varsity Coach-Double Minor	10.50% of base

Footnotes:

- a. Major Sports: Football, Volleyball, Basketball, Baseball a& Softball.
- b. Minor Sports: Golf & Track (Reimbursed as a major when both boys & girls are assigned one coach)
- c. Percent Reference: BA Lane, Step 1, Article 12-E  
\$24,515 for 2007-2008
- d. There shall be the following class sponsors: Senior Class – two (2)  
Junior Class – three (3), Sophomore Class – three (3), and Freshman  
Class – two (2). Each class sponsor will be required to write up the  
Procedures used in each class activity and that report will be filed in the  
school office. These reports will include names, companies, timelines.  
and contracts as well as descriptions of the activities. These reports will  
be made available by the administration to each succeeding class  
sponsor.

E. Salary Schedule

**2007-2008**

Year	BA	BA15	BA30	Ma
1	24,515	24,915	25,315	25,715
2	25,075	25,475	25,875	26,275
3	25,635	26,035	26,435	26,835
4	26,195	26,595	26,995	27,395
5	26,755	27,155	27,555	27,955
6	27,315	27,715	28,115	28,515
Career Pool	950	1125	1325	1500

Minor

Head Varsity Coach – Golf	7.00% of base
Head Varsity Coach – Track	7.00% of base
Asst. Varsity Coach	6.50% of base
Yearbook	6.25% of base
Instrumental Music	6.00% of base
Speech – Large Group	5.00% of base
Speech – Individual	4.00% of base
Assistant Speech	2.50% of base
Sr. High Play (per play)	3.50% of base
Freshman Class Sponsor	1.00% of base
Soph. Class Sponsor	1.75% of base
Jr. Class Sponsor	5.25% of base
Sr. Class Sponsor	1.00% of base
Cheerleading	5.25% of base
Secondary Vocal	1.75% of base
Summer Band	1.75% of base
Sr. High Student Council	2.75% of base

F. Continuous Teaching Payments

The Woden Crystal Lake Board of Education, in addition to all other factors used in determining the maximum and minimum teachers salaries, shall pay commencing with the fifteen (15<sup>th</sup>) year of continuous teaching an additional Sixty dollars(\$60) per year for each year of teaching in the Woden-Crystal Lake District-cumulative.

G. Step Advancement

All teachers covered by this agreement may, at the discretion of the Superintendent, advance one vertical step position, if there are steps in their lane to move. When a teacher reaches the top of their salary lane on the contract, they shall be advanced to the career pool. If a teacher is retained on step, they must be notified of the reason for the retention in writing which shall be for just cause and any retention shall be subject to the grievance procedure in this contract. In addition, any teacher who is in the Career Pool and moves horizontally will receive \$400. for lane advancement.

H. Taking Someone's Class

Teachers who are requested by the administration to take another teacher's class during their planning period shall be paid \$7.50 per period, rotated among staff.

I. Part-time Teacher's In-Service

Compensation pay for part-time teachers for in-service full days.

Example: If a teacher is classified as 60% time, a full day in-service would pay this part-time teacher 40% in addition to equal a full day of pay.

J. Paid Twice A Month

Each employee shall be paid in twenty-four (24) equal installments on the fifteen (15<sup>th</sup>) and the 30<sup>th</sup> of each month. When payday falls on a week-end, holiday or vacation, the employee shall be paid on the last workday preceding the fifteenth (15<sup>th</sup>) and the 30<sup>th</sup> of the month. Employees shall have the option of direct deposit to be set up in accordance with these days.

K. Wellness Enhancement

All district staff members covered by insurance will receive \$50 per year for demonstration of personal wellness enhancement. Eligibility for reimbursement shall include the original receipt and at the following criteria:

- 1) Membership to the YMCA or health/fitness criteria;
- 2) Payment of registration fees to health or fitness class; or
- 3) Reimbursement for fitness videos or exercise equipment
- 4) Other as approved by the Principal.

ARTICLE 13.0  
DURATION AND SIGNATURE PROCEDURES

A Duration of Agreement

This agreement shall be effective as of July 1, 2007 and shall continue in effect until June 30, 2008

B Signature Procedures

In witness thereof, the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signature placed thereon, all on the 8 day of June 2007

EDUCATION ASSOCIATION

By: \_\_\_\_\_  
President

By: Jane Goodall  
Chief Negotiator

BOARD OF EDUCATION

By: Ben Klue

By: Jane Will  
Chief Negotiator